



IMPLICIT BIAS



#WomenAlsoKnowStuff 

QUESTION

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- How do you think racial disparity impacts IDOC?
- How do you think racial disparity impacts the community?

How is the department of corrections addressing Implicit Bias/Racial Disparity?

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- Culture Change via:
- Leadership Awareness
- Staff Awareness
- Community Awareness

According to Chief Justice Mark S. Cady in the 2015 State of Judiciary

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- The criminal justice system in Iowa and across the nation is marked by racial disparities.
- There is an overrepresentation of African Americans and other minorities in the criminal justice system—from arrest to incarceration. For example, Iowa incarcerates 9.4% of its adult African American males, which is the third highest percentage in the nation.



FROM THE IDOC LEADERSHIP 2019

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- Disproportionality and racial disparity in Iowa is not conducive to accomplishing the department's mission. Iowa has a higher rate of over representation of African Americans in our correctional system, yet under representation of resources, making it clear, a culture change is needed.
- Our goal is to respond to and mitigate racial disparities, to practice fair and equitable distribution of benefits in supervision and programming for all IDOC/DCS Incarcerated individuals/clients.
- In order to hold ourselves accountable on all levels where disparity prevails, we wish to ensure respect and fair treatment in our overall correctional practices and procedures through adopting the Racial Disparity policy and to provide training for all staff.

IDOC Policy Adoption (2018)

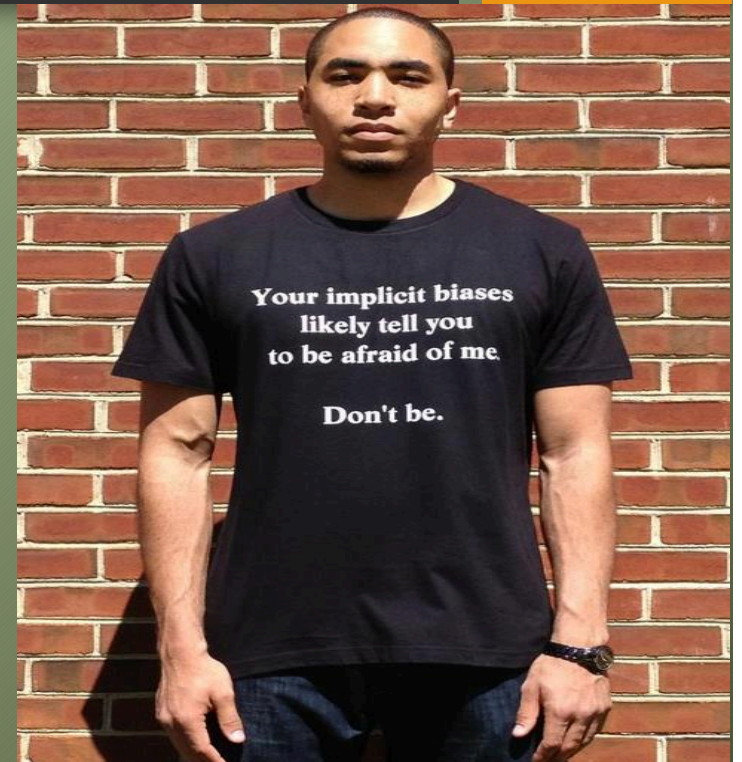
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- Classification
- Housing assignments
- Work assignments
- Program assignments
- Vocational/Apprenticeship opportunities
- Discipline and Grievances

IDOC Implicit Bias Initiatives:

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- 1. ELearning
- 2. IAT test
- 3. Policy
- 4. 4 hour classroom course



How Do We Help IDOC Professionals Understand The Impact?

- By understanding the equality vs. equity
- By understanding opportunities vs. barriers and challenges
- By understanding the data

Goals and Objectives

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- Understand what Implicit or Unconscious Bias is.
- Understand the impact implicit bias can have on racial disparity
- Understand the impact implicit or unconscious bias has on you as an individual and in your work environment, your interactions with clients and co-workers, and the decisions you make.
- Understand sources or causes of implicit or unconscious bias.
- Understand the difference between implicit bias and explicit bias.
- Understand how to uncover and minimize the impact of implicit or unconscious bias.

Equality vs. Equity

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Equality vs. Equity

Equality: Same for all (Distribution)

Equity: Fairness based on need/
Differences that are just and fair

Inequality vs. Inequity

Inequality: Not same for all

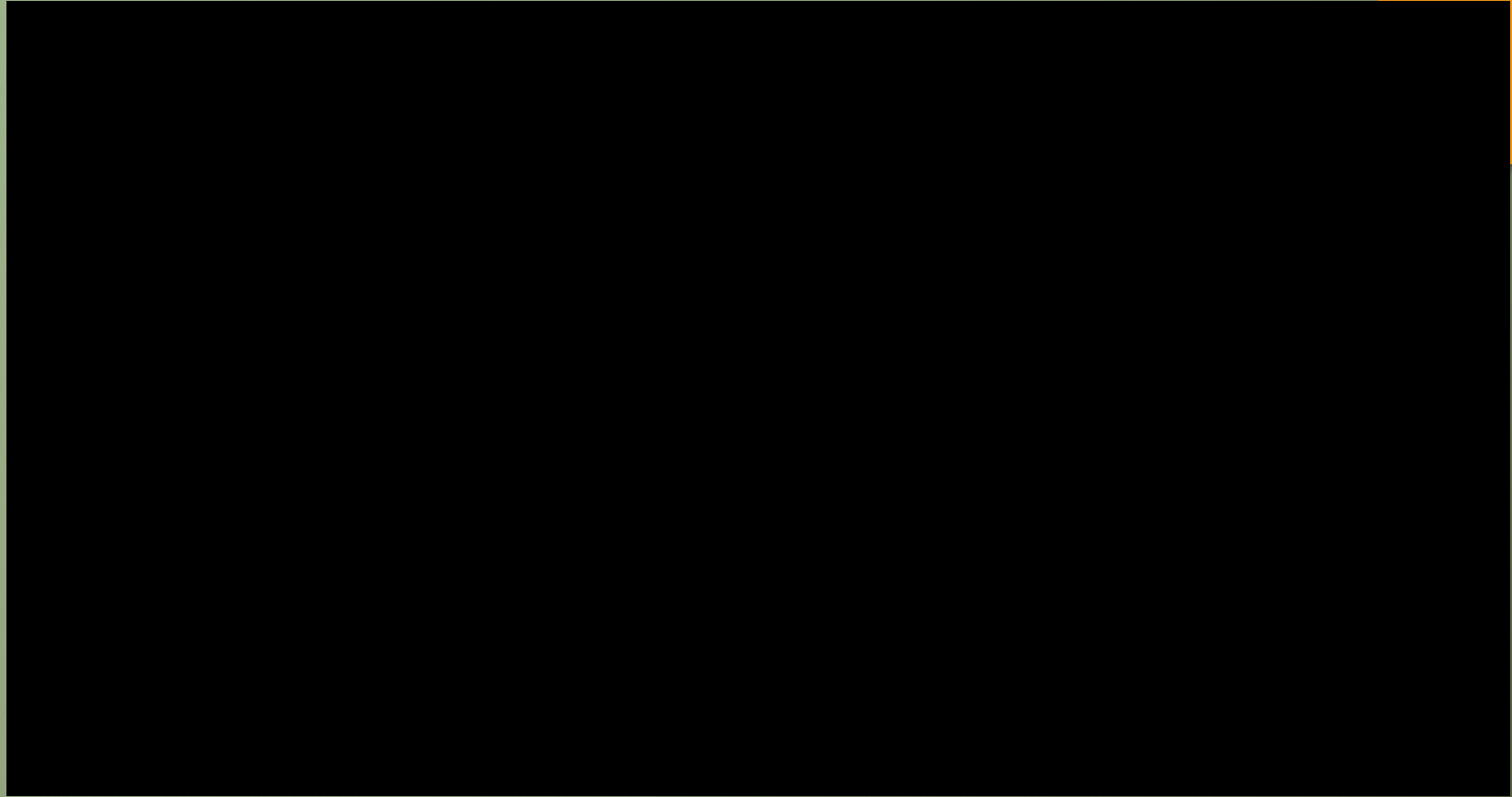
Inequity: Unfair access to resources or opportunities

Disparity vs. Inequity

Disparity: Unfair access to resources or opportunities based on need

Inequity: An unjust, unfairness between two people

THE INEQUALITY RACE



DISPROPORTIONALITY IN IOWA



Iowa still ranks #3 in the nation



Apprenticeship Exercise

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- Good News for IDOC!!!!
- All IDOC incarcerated individuals are getting into the program at the same rate and at the same pay
- **Can You Find The Disparity For The Apprenticeship Programs????**

HOW CAN COMMUNITY SUPPORT OUR JOURNEY

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CELEBRATE

